



## **Stable Isotope Ecology Group**

### **Pod Guidelines**

We are the members of the URGE UC Merced Stable Isotope Ecology Pod. We established guidelines for discussion as a group and have collectively agreed to the rules and schedule below.

### **Rules for Discussion**

1. Respect others when they are talking by listening actively.
2. Speak from your own experience; avoid speaking for others or in generalities ("I" instead of "they," "we," or "you").
  - a. Keep in mind that experiences aren't a competition.
  - b. Experiences are independent of one another, even though there might be similarities; remember that everyone's experiences are valid.
3. Participate to the fullest of your ability. Community growth depends on the inclusion of every individual voice.
  - a. There are many ways to participate (e.g., note taking, deliverable drafting).
  - b. Recognize when you are dominating the conversation and step back.
  - c. Use the popcorn method to make sure everyone has a chance to talk.
  - d. You don't necessarily have to say something on every point.
4. The goal is not to always agree, but rather to gain a deeper understanding.
  - a. Understand that others experience things differently, and will likewise see statements and experiences differently.
  - b. Recognize that our different viewpoints are valid.
5. Be conscious of body language and nonverbal responses. They can be as disrespectful as words (even over Zoom!).
  - a. Treat group meetings with the same attention as you would for an in-person meeting (e.g., pre-pandemic conditions)
  - b. Acknowledge that different emotional responses may happen, and those differences should not be viewed in a negative way.
  - c. Be respectful of individual situations.
6. Assume everyone's good intentions but also acknowledge the impact of saying something that hurts someone else, even if it is unintended.
  - a. "Turn gently with love."
  - b. Discuss our disagreements. Do not be afraid to challenge one another respectfully by asking questions, but refrain from personal attacks by focusing on ideas and problems rather than people.
  - c. Ask open ended questions.



7. Maintain confidentiality. All stories shared in this space stay in this space unless the person sharing the story gives explicit permission to share the story in another setting.
  - a. Don't talk about other peoples' stories outside of the group with other group members.
  - b. Use your discretion, but when in doubt, refrain from sharing other peoples' experiences.
  - c. Ask for permission if you want to share.

## Expectations

- Preparation
  - Do all readings prior to the bi-weekly meetings
  - Watch the interviews prior to the bi-weekly meetings

## Roles and Responsibilities

- Pod Leader: Robin Trayler
- Drafting Deliverables: Rotating pod members, Robin Trayler
- Uploading Deliverables: Robin Trayler

## Schedule

Date	Session	Topic
January 22, 2021	1	Racism and Definitions
February 5, 2021	2	Racism and Individuals
February 19, 2021	3	Racism and History
March 5, 2021	4	Racism and Justice
March 19, 2021	5	Racism and Accessibility
April 2, 2021	6	Racism and Inclusivity
April 16, 2021	7	Racism and Self Care
April 30, 2021	8	Racism and Accountability

- Meeting Time: 11:30am